



# LMI4DIS\_ABLED – ENHANCING OPPORTUNITIES FOR PERSONS WITH DISABILITIES (PWDS) IN THE OPEN LABOUR MARKET

POSTER SESSION 1 –MAIN THEME: CAREER DEVELOPMENT AND CAREER EDUCATION



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## Affiliations



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[WWW.LINKEDIN.COM/IN/LMI-FOR-PWDS-PROJECT-718126295](https://WWW.LINKEDIN.COM/IN/LMI-FOR-PWDS-PROJECT-718126295)  
[WWW.FACEBOOK.COM/LMI04DISABLED](https://WWW.FACEBOOK.COM/LMI04DISABLED)

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## INTRODUCTION

LMI4Dis\_Abled project promotes:

- **accessible, quality and inclusive career guidance for PWDS**, enhancing their employability in the EU labor market.
- **equal access and smoother career transitions for PWDS** in various sectors, broadening career aspirations for PWDS.
- **inclusiveness in VET, work environments, and workforce diversity**, aligned with emerging skill needs.

## OBJECTIVE

- Enable personalized & adapted future oriented career planning for diverse disabled groups.
- Increase awareness and skills upgrading for professionals supporting PWDS in career inclusion.
- Develop an integrated assistive tool for career guidance practitioners, trainers, and social inclusion professionals to support PWDS career development.

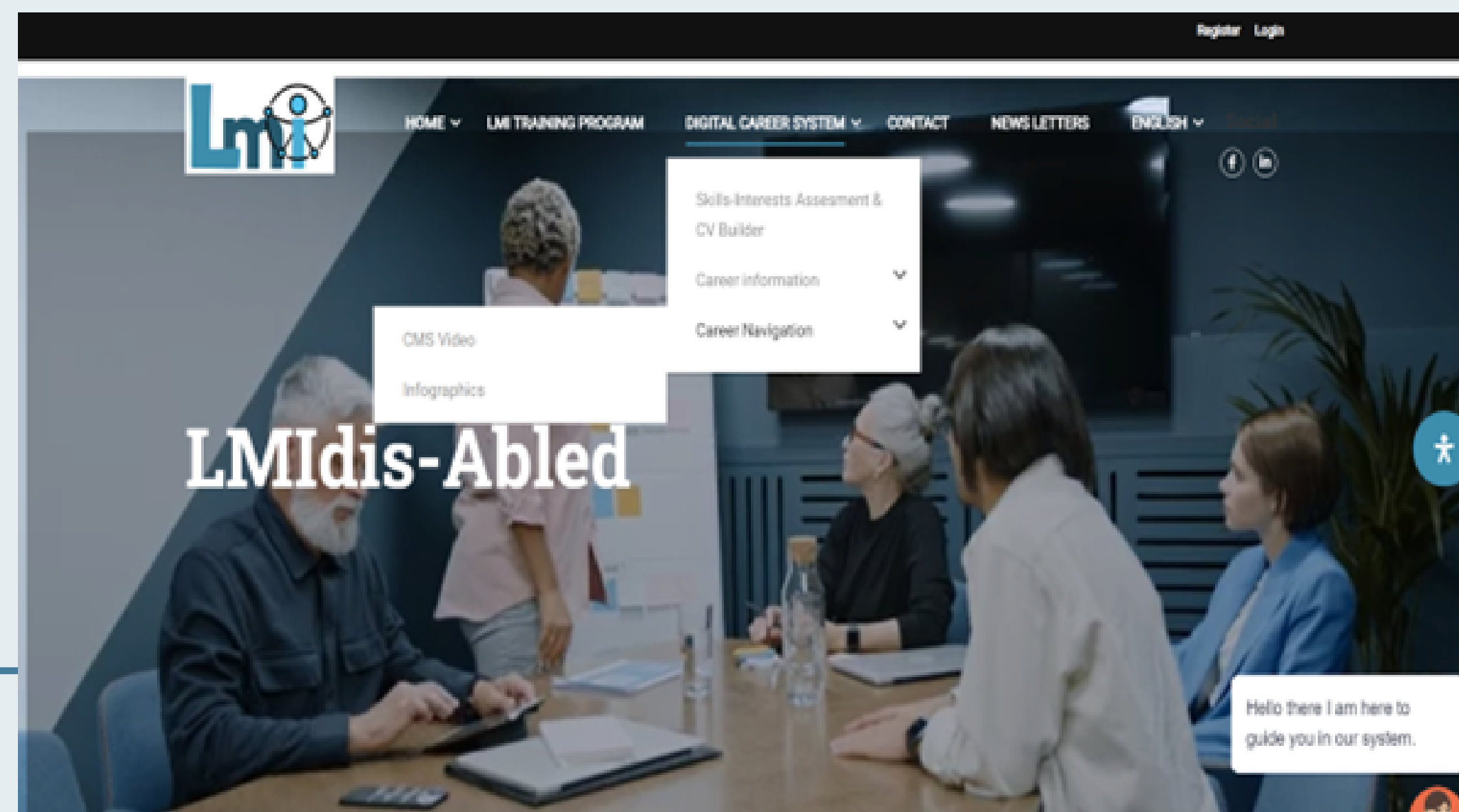
## MAIN OUTCOMES – RESULTS

The LMI4Dis\_Abled Digital Career and LMI Toolkit for PWDS includes :

- Adapted LMI and Career Information Guide for PWDS, presenting future labour market trends, occupational sectors and selected 20 occupations suitable for PWDS
- Digital Careers Information System for PWDS
- Competence Profile Handbook for LMI provision to PWDS, featuring 17 disability specific competences
- 5-Module Training Curriculum & E-learning Material for VET trainers, career and social inclusion practitioners

## METHODOLOGY

- desk research - focus groups - survey questionnaires
- cross-sectoral synergies for the development of career information resources for PWDS
- systematic engagement and involvement of PWDS and relevant professionals in the partner countries
  - 30 employers and workers provided feedback
  - 104 PWDS involved in pilot testing
  - 210 trainers, career and social inclusion professionals provided feedback in LMI activities
  - 360 persons (60 per country) take part in the national workshops



## TARGET GROUPS

**DIRECT TARGET GROUPS**  
**TRAINERS, EDUCATORS, CAREER GUIDANCE PRACTITIONERS, CAREER COACHING/ MENTORING SPECIALISTS**  
**SOCIAL INCLUSION PROFESSIONALS INVOLVED IN THE WIDER NETWORK OF INDIVIDUALISED SUPPORT AND JOBREHABILITATION SERVICES FOR PWDS.**

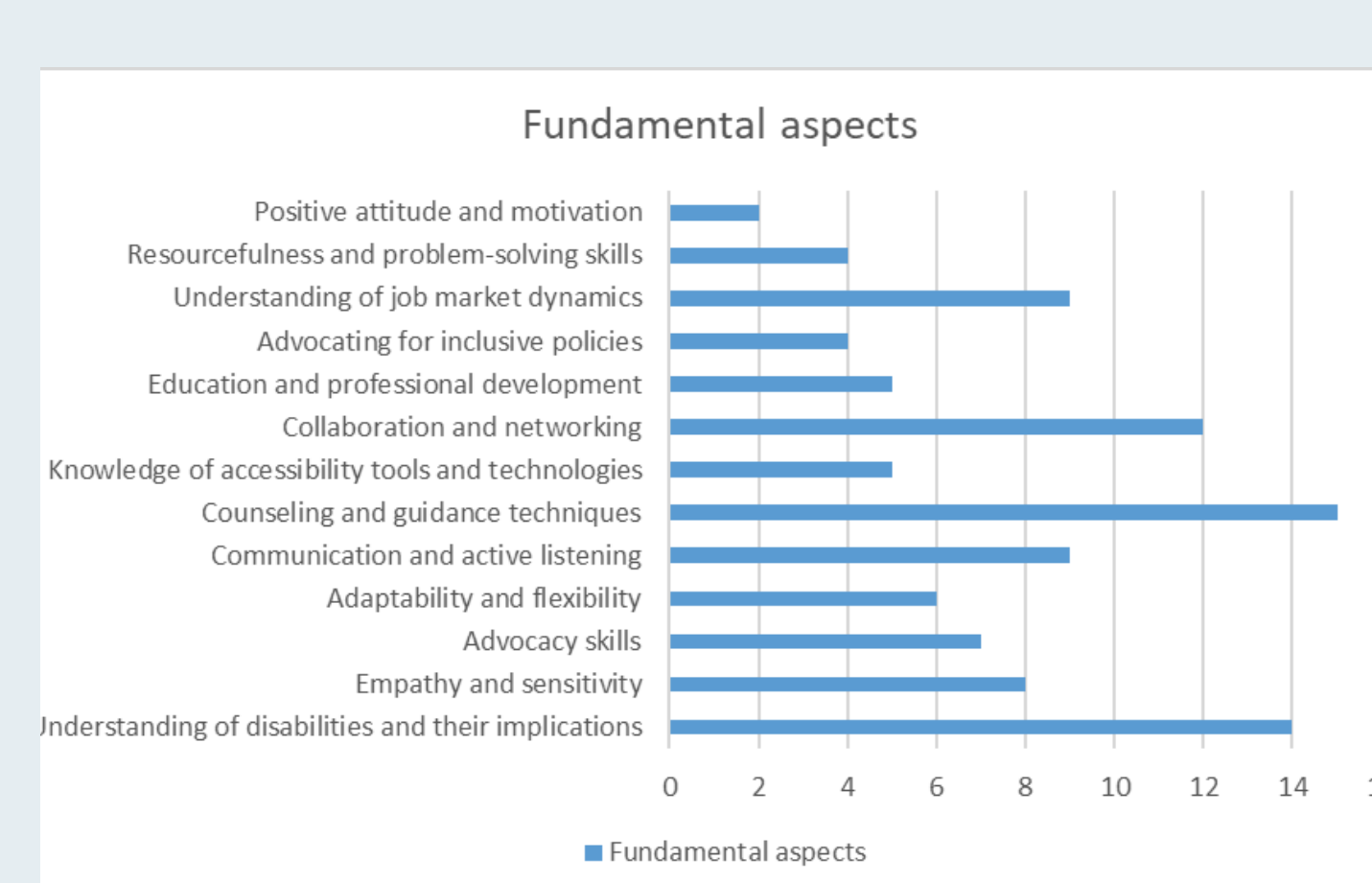
**INDIRECT TARGET GROUPS**  
• ALL THE PWDS WITH REDUCED WORK ABILITY, INCLUDING THOSE WHO HAVE LONG-TERMPHYSICAL, MENTAL, INTELLECTUAL OR SENSORY IMPAIRMENTS.  
• THE FAMILIES OF PWDS,  
• EMPLOYERS,  
• VET, CAREER GUIDANCE AND LOCAL SOCIAL SERVICES PROVIDERS

## CAREER COUNSELORS' OPINION

### OBSTACLES AND CHALLENGES IN CAREER GUIDANCE FOR PWDS



### FUNDAMENTAL ASPECTS OF A COMPETENCE PROFILE HANDBOOK FOR LMI PROVISION TO PWDS



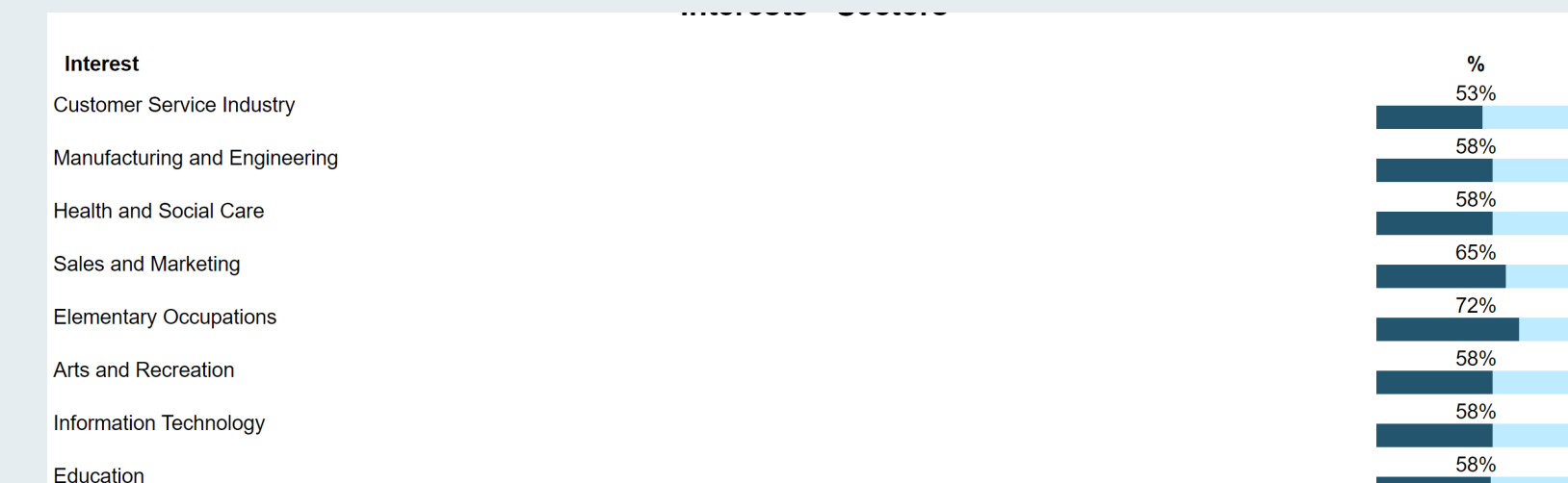
### THE LMI04DIS\_ABLED COMPETENCE FRAMEWORK FOR CAREER GUIDANCE PRACTITIONERS SUPPORTING PWDS

1. DISABILITY AWARENESS AND INCLUSION
2. DISABILITY SPECIFIC COMMUNICATION SKILLS
3. CLIENT-CENTERED APPROACH
4. ACCESSIBLE ASSESSMENT AND EVALUATION
5. KNOWLEDGE OF SUPPORT SERVICES
6. LEGAL AND ETHICAL CONSIDERATIONS
7. GOAL SETTING AND INDIVIDUALIZED PLANNING
8. SKILL DEVELOPMENT
9. JOB SEARCH AND EMPLOYMENT SUPPORT
10. ADVOCACY SKILLS
11. CULTURAL COMPETENCY
12. LIFELONG LEARNING AND PROFESSIONAL DEVELOPMENT
13. SELF-CARE AND EMOTIONAL RESILIENCE
14. COLLABORATION AND INTERDISCIPLINARY WORK
15. RECORD KEEPING AND DOCUMENTATION
16. CRISIS MANAGEMENT AND PROBLEM-SOLVING
17. EVALUATION AND QUALITY ASSURANCE

## LMI4DIS\_ABLED DIGITAL CAREER SYSTEM

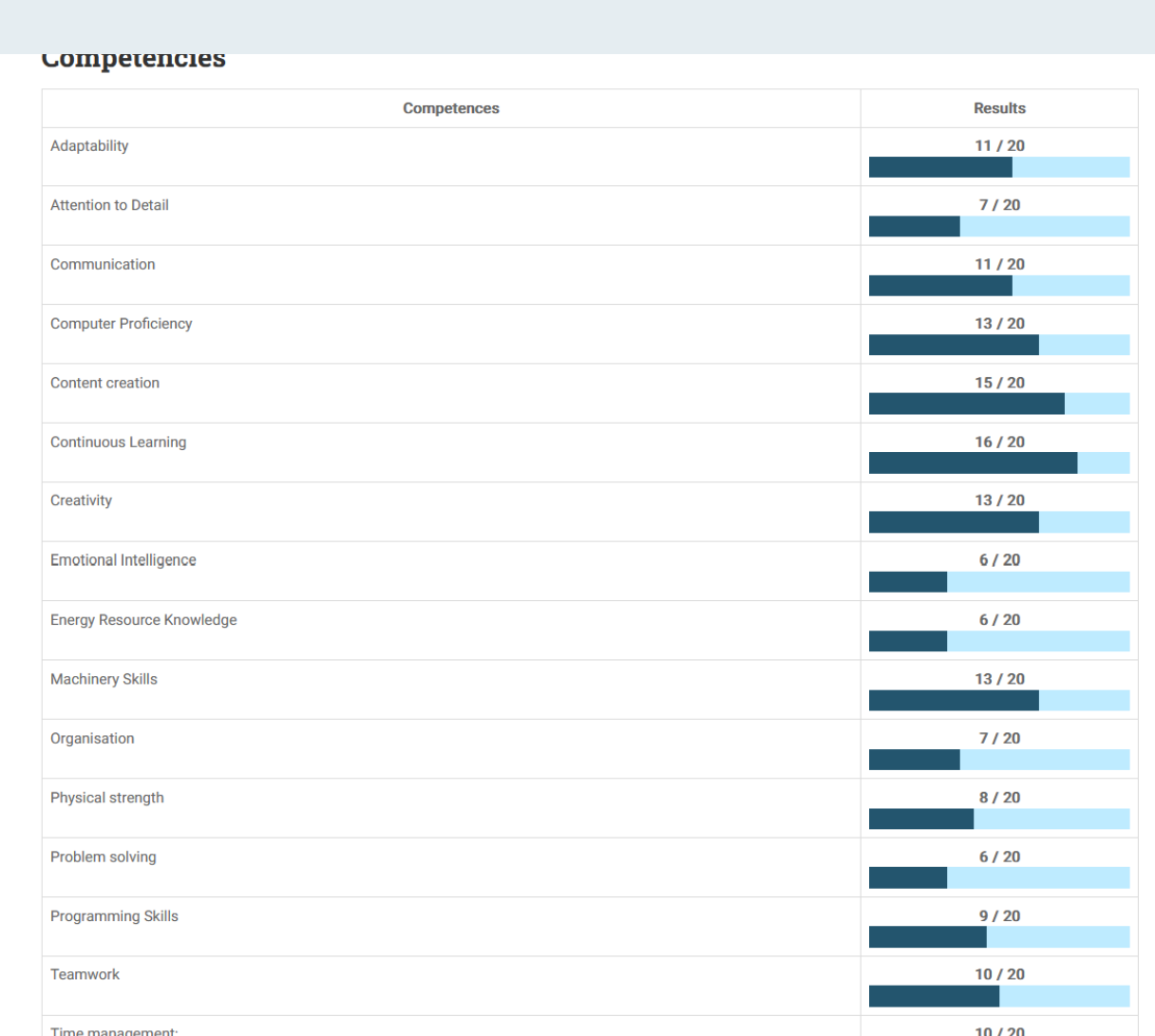
### STEP 1- Skills & Interest Interface

- Skills & Interest self-assessment Questionnaire
- Key skills Video Presentation



### STEP 2- Career Information Interface

- VR/360 videos of new emerging employment sectors / occupations
- Occupational Infographics



### STEP 3- Career Navigation Interface

- Video Presentation on Career Management Skills
- Career Navigation Infographics
- Portfolio & CV Builder Guidelines



### STEP 4 - Career Interaction Interface

- LMI Online Community
- ILMI Career Chatbot

## CONCLUSION

**LMI.04Dis\_ABLED - Digital career s guidance & support enabling transitions for PWDS**  
**Lessons learned**

**Opportunities**  
Expanded differentiated & personalized interventions  
Widening access to services for young PWDS  
Effective networking in the open labour market  
Adapted and realistic representation of LMI  
Shift focus from career management to career empowerment for PWDS

**Challenges**  
Need for enhanced face to face counseling  
Commitment and new skills required by career practitioners  
Address Digital divide difficulties  
Maintenance/ sustainability - Adequate funding and modern technological infrastructure  
Qualitative and ethical use of digital media and practices

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